

**BEFORE THE BOARD OF EDUCATIONAL EXAMINERS
OF THE STATE OF IOWA**

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EXECUTIVE DIRECTOR
BOARD OF EDUCATIONAL EXAMINERS
NOV 22 2021

In the matter of:)	BOEE Case No. 21-58
)	Folder # 986687
Bethany Taylor,)	
)	COMBINED STATEMENT OF
Respondent.)	CHARGES, SETTLEMENT
)	AGREEMENT, AND FINAL ORDER

In accordance with the provisions of Iowa Code sections 17A.12(5) and 272.2(4) and 282 Iowa Administrative Code rule 11.4(6), and with full knowledge of the right to demand a formal hearing before the Board upon the pending complaint prior to the imposition of sanction upon her license(s), the Respondent expressly waives the right to a disciplinary hearing and notifies the Board of her desire to resolve the pending complaint through means of informal disposition.

The Respondent concedes the jurisdiction of the Board for all issues relevant hereto and voluntarily consents to the State's counsel presenting this agreement to the Board with the terms provided. If the Board does not accept the terms of this agreement, the disciplinary hearing will be rescheduled, and the stipulations contained herein are not binding upon the Respondent and will not be presented against her at the time of hearing without further agreement of the Respondent.

Board approval of this settlement shall constitute resolution of this matter and will be entered as a FINAL ORDER of the Board.

NOTICE OF HEARING

A hearing in this matter will not be held, as the State and Respondent have entered into the following consent agreement in lieu of scheduling a contested case hearing. If the Board does not accept this Combined Statement of Charges, Settlement Agreement, and Final Order, the matter may be set for hearing in accordance with 282 Iowa Administrative Code rule 11.7.

STATEMENT OF CHARGES

Count I

Respondent is charged with failing to make reasonable effort to protect the health and safety of the student or creating conditions harmful to student learning, in violation of 282 Iowa Administrative Code rule 25.3(6)(c).

Count II

Respondent is charged with conducting professional business in such a way that the practitioner repeatedly exposes students or other practitioners to unnecessary embarrassment or disparagement, in violation of 282 Iowa Administrative Code rule 25.3(6)(d).

Count III

Respondent is charged with willfully or repeatedly departing from or failing to conform to the minimum standards of acceptable and prevailing educational practice in the state of Iowa, in violation of 282 Iowa Administrative Code rule 25.3(8)(a).

Count IV

Respondent is charged with willfully or repeatedly failing to practice with reasonable skill and safety, in violation of 282 Iowa Administrative Code rule 25.3(8)(b).

STIPULATIONS

1. Respondent holds a STANDARD LICENSE (FOLDER # 986687) with the following endorsements: PK-3 Teacher, Regular Education/Special Education; K-6 Teacher Elementary Classroom; K-8 English/Language Arts; K-8 Reading. This license is current and will next expire on 4/30/2024.

2. During all material events of this case, Respondent was employed as a teacher with the Cedar Falls Community School District.

3. On May 3, 2021, the Board of Educational Examiners received a complaint against Respondent alleging a violation of the Code of Ethics.

4. On October 15, 2021, the Board found probable cause to proceed to hearing based upon the facts set forth in paragraph(s) 5 below.

5. Investigation revealed that during the 2020-21 school year the Respondent exercised a lack of professionalism in the classroom that created a hostile work environment and conditions harmful to student learning.

6. Respondent does not admit to allegations but acknowledges that the allegations, if proven in a contested case hearing, would constitute grounds for the discipline agreed to in this Settlement Agreement and Final Order.

SETTLEMENT AGREEMENT

7. This Combined Statement of Charges, Settlement Agreement, and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

8. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. Respondent accepts a WRITTEN REPRIMAND.
- b. Respondent accepts a SUSPENSION of her PK-3 Teacher, Regular Education/Special Education endorsement for a minimum of ONE YEAR. Respondent agrees she bears the burden of applying for reinstatement pursuant to 282 Iowa Administrative Code 11.34 and that she bears the burden of proving that the basis for her suspension no longer exists and that it will be in the public interest to reinstate her endorsement. Additionally, Respondent agrees she is not eligible for reinstatement of the endorsement or to apply for any other license or authorization issued by the Board until she satisfactorily completes the requirements of subparagraphs (c) and (d) below.
- c. Respondent agrees to successfully complete at least fifteen in-person contact hours in "Ethics for Educators," which is offered by the ISEA, or "Ethical Educators," which is offered by the PEI. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the ethics course prior to seeking reinstatement and within ONE YEAR of the Board's acceptance of this Settlement Agreement and Final Order. Failure to complete the ethical class within the allotted time period will result in immediate suspension of her license until completed.
- d. Respondent agrees to undergo a mental health evaluation that includes an assessment of her ability to establish and maintain an appropriate classroom environment, especially under stressful conditions. This evaluation shall be performed by a licensed professional selected by Respondent, with prior approval by the Board's Executive Director. Respondent shall provide the professional a copy of the complaint, the investigative file, and this Settlement Agreement and Final Order prior to the mental health evaluation. Respondent shall ensure the Board receives a copy of the evaluation report from the approved professional within THIRTY (30) DAYS of the completion of the mental health evaluation. Respondent shall comply with any recommendations for treatment and/or training resulting from the evaluation and must successfully complete any recommended counseling prior to seeking reinstatement. Respondent is responsible for all costs of the evaluation and any treatment and training. Respondent is not eligible for reinstatement until the Board determines she has satisfactorily completed this requirement.

LICENSEE DECLARATION

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

I understand that I have the right to be represented by counsel in this matter.

I understand State's counsel will present this Combined Statement of Charges, Settlement Agreement, and Final Order to the Board *ex parte*.

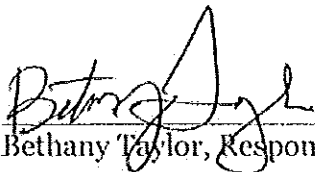
I agree to comply with the requirements set forth in the stipulations and requirements of this Combined Statement of Charges, Settlement Agreement, and Final Order and understand that my failure to do so can result in additional discipline of my license(s).

I understand I have an opportunity to be heard and to contest the allegations against me in a formal hearing before the Board and that by waiving the formal hearing, I waive my right to challenge the allegations against me and all attendant rights, including the right to appeal or seek judicial review of the Board's actions.

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is a public record, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

11/18/21
Date


Bethany Taylor, Respondent

ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS THAT:

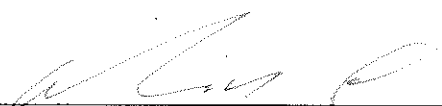
1. The conduct with which Respondent has been charged constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Respondent is REPRIMANDED for the charged conduct.

- a. Respondent accepts a WRITTEN REPRIMAND.
- b. Respondent accepts a SUSPENSION of her PK-3 Teacher, Regular Education/Special Education endorsement for a minimum of ONE YEAR. Respondent agrees she bears the burden of applying for reinstatement pursuant to 282 Iowa Administrative Code 11.34 and that she bears the burden of proving that the basis for her suspension no longer exists and that it will be in the public interest to reinstate her endorsement. Additionally, Respondent agrees she is not eligible for reinstatement of the endorsement or to apply for any other license or authorization issued by the Board until she satisfactorily completes the requirements of subparagraphs (c) and (d) below.
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- d. Respondent agrees to undergo a mental health evaluation that includes an assessment of her ability to establish and maintain an appropriate classroom environment, especially under stressful conditions. This evaluation shall be performed by a licensed professional selected by Respondent, with prior approval by the Board's Executive Director. Respondent shall provide the professional a copy of the complaint, the investigative file, and this Settlement Agreement and Final Order prior to the mental health evaluation. Respondent shall ensure the Board receives a copy of the evaluation report from the approved professional within THIRTY (30) DAYS of the completion of the mental health evaluation. Respondent shall comply with any recommendations for treatment and/or training resulting from the evaluation and must successfully complete any recommended counseling prior to seeking reinstatement. Respondent is responsible for all costs of the evaluation

and any treatment and training. Respondent is not eligible for reinstatement until the Board determines she has satisfactorily completed this requirement.

2. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 10th day of December, 2021.



Michael D. Cavin, Executive Director
Iowa Board of Educational Examiners

Copies to:

Bethany Taylor
RESPONDENT

Nathan Arnold
ATTORNEY FOR RESPONDENT

Kristi A. Traynor
ATTORNEY FOR THE STATE